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ABSTRACT

A survey was conducted to investigate the employment characteristics of Okaloosa-Walton Junior College's two-county service area and to analyze the community's vocational training needs. Physical and economic characteristics of the district are described. A group of faculty members interviewed persons primarily responsible for employment in 683 businesses. Data were collected relative to: (1) business type; (2) employer's minimum education requirements; (3) whether or not he had employed and/or expected to have need for employment of Okaloosa-Walton Junior College alumni from each of the occupational programs; and (4) certain specifics regarding each job title within the organization--DOT classifications, number currently employed, vacancies, total needs in 1973 and in 1976, estimated turnover rate, and the seasonal demands of the job. Organizations surveyed were classified into the following types: (1) agricultural; (2) wholesale/retail; (3) service trades; (4) construction; (5) transportation and utilities; (6) finance, insurance, and real estate; (7) government; (8) manufacturing; and (9) mining. Estimates of total occupational needs were made by relating the data collected to the expected population totals as reported by the Florida Department of Commerce. A bibliography is provided. An appendix contains a list of project personnel, a copy of the survey form, a list of business types within industrial division, and position needs by job title as reported in survey. (KM)

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OCCUPATIONAL NEEDS SURVEY FOR THE OKALOOSA-WALTON JUNIOR COLLEGE DISTRICT

OKALOOSA-WALTON JUNIOR COLLEGE
Niceville, Florida
J. E. McCracken, President

Survey Conducted During
July and August, 1971

Report by
James A. Durham, Director
Institutional Research

April, 1972

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UNIVERSITY OF CALIF.
LOS ANGELES

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CLEARINGHOUSE FOR
JUNIOR COLLEGE
INFORMATION

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A project the magnitude of this survey could only be accomplished with the cooperation and untiring efforts of many individuals. Credits for the Okaloosa-Walton Occupational Survey were shared by all project personnel, both collectively and individually; however, the project is especially indebted to the efforts of the chief computer programmer, Robert Schoen, who spent countless hours in developing and testing the numerous programs necessary to provide the specialized computer outputs and for his tireless assistance in the refinement of input data to assure that the final report was both meaningful and accurate.

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OCCUPATIONAL NEEDS SURVEY FOR THE OKALOOSA-WALTON JUNIOR COLLEGE DISTRICT

INTRODUCTION

During the decade of the sixties, the United States experienced industrial and technological advances unparalleled in the history of mankind. Such advances have proved financially rewarding to most Americans, but to the unskilled and even many of the semi-skilled, the ever-present problems of occupational obsolescense have posed a continued threat to job survival.

The decade of the seventies is bringing with it most of the opportunities and difficulties which were generated during the sixties; however, two rather significant factors are making their presence felt in many areas of the nation: (1) During the past several months, military operations have been noticeably curtailed in some areas of the Country, however, such reductions appear to have resulted in net increases in personnel to the Northwest Florida area. (2) With the slowing of war efforts in southeast Asia, together with other significant reductions in governmental expenditures, the personnel demands among many very highly skilled professions has diminished markedly; thus, the appearance of many unemployment rolls is considerably different in this second year of the seventies from those of only two or three years ago.

In view of the fact that economic conditions within Okaloosa-Walton Junior College's primary service area are very closely associated with and affected, to a considerable degree, by the size of Eglin Air Force Base's personnel complement, it appears highly significant that several military construction projects have been announced for Eglin and other Northwest Florida military bases for the 1972-73 fiscal year. It seems unlikely that the number of base personnel will be reduced with such major construction already authorized; therefore, with military and civil service employment expected to remain at the present level, or perhaps higher, it can be assumed that the civilian non-military employment in the two-county area will also remain at or above the mid-1971 levels.

Regarding the dilemma currently being experienced in some localities over the many skilled workers who are unable to find suitable employment, the Florida State Employment Service in Fort Walton Beach reported that skilled workers in almost all occupational areas could be placed with little delay within the Okaloosa-Walton area--welders was the one major exception noted; however, if a person is willing to re-locate, these jobs are also available.

OBJECTIVES OF THE SURVEY

The objectives of the survey were to investigate the employment characteristics of Okaloosa-Walton Junior College's two-county service area

area and to analyze the community's vocational training needs. Specifically, the objectives were (1) to determine the number of persons currently employed in the district; (2) to determine the number of persons needed for employment in two years and in five years; and (3) to identify the present and projected training needs of the district.

THE OKALOOSA-WALTON JUNIOR COLLEGE DISTRICT

The district which Okaloosa-Walton Junior College serves is located in West Florida and consists primarily of Okaloosa and Walton Counties; both counties extend from the Florida-Alabama state line on the north to the Gulf of Mexico on the south. A large percentage of the land area in each county is owned and controlled by the federal government, thus limiting non-military development, for the most part, to the northern part of each county, the coastal area from Destin eastward and around Choctawhatchee Bay, and small areas around Fort Walton Beach, Valparaiso, and Niceville.

The total land and inland water areas for each of the counties and for the State of Florida are presented in Table 1. Walton is the larger of the two counties with 52.71 percent of the total two-county area and 58.43 percent of the total district's inland water area. Walton County has a total area of 1,135 square miles, 53.09 percent of the total district. Okaloosa County has a total of 1,003 square miles, 46.91 percent of the district. In comparing these counties with the total area for the state, Okaloosa has 1.71 percent and Walton, 1.94 percent.

TABLE 1

LAND AND WATER AREAS FOR THE STATE OF FLORIDA
AND FOR OKALOOSA AND WALTON COUNTIES
(In square miles)

	Florida	Okaloosa County	Walton County
Land Area	54,136	944.3	1,052.5
Percent of State Total	100	1.74	1.94
Percent of Two-County Total		47.29	52.71
Inland Water Area	4,424	58.7	82.5
Percent of State Total	100	1.33	1.86
Percent of Two-County Total		41.57	58.43
Total Area	58,560	1,003.0	1,135.0
Percent of State Total	100	1.71	1.94
Percent of Two-County Total		46.91	53.09

Source: Florida Statistical Abstract, 1971, p. 3.

Population of the OWJC District is reflected in Table 2 which presents 1960 and 1970 census data for each of the two counties as compared with the total population of the state. In 1960, Okaloosa County had 79.71 percent of the district's population, and in 1970, Okaloosa County's percent of the total population had risen to 84.57. In relation to state totals, Okaloosa's percentage had increased from 1.24 in 1960 to 1.30 in 1970; whereas, Walton County had decreased from .31 percent of the state total in 1960 to .24 percent in 1970.

TABLE 2

POPULATION OF OKALOOSA AND WALTON COUNTIES
COMPARED WITH STATE POPULATION
1960 and 1970

	Florida	Okaloosa County	Walton County
Population, 1960	4,951,560	61,175	15,576
Percent of State Total	100	1.24	.31
Percent of Two-County Total		79.71	10.29
Population, 1970	6,789,443	88,187	16,087
Percent of State Total	100	1.30	.24
Percent of Two-County Total		84.57	15.43

Source: Florida Statistical Abstract, 1971, p. 21.

Table 3 (page 4) reflects the Florida Department of Commerce statistics for total employment in Okaloosa and Walton Counties. Okaloosa County had 12.67 percent of the state's total labor force, and Walton County had 2.06 percent. The combined labor force for both counties was 28,160--86.01 percent in Okaloosa County and 13.99 percent in Walton County. The table also reflects the number and percent who were employed, unemployed, and those who were working in non-agricultural jobs.

It is interesting, but not necessarily surprising, to note that the unemployment picture for the state of Florida and for each of the two counties has changed since the Commerce Department reported the Table 3 data. According to the Florida State Employment Service, the unemployment rates for the state and the two counties in this survey as of January 30, 1972 were as follows: State of Florida 4.0 percent, Okaloosa County 3.8 percent, and Walton County 5.9 percent.

As indicated earlier, the survey area is closely related to the activities at Eglin Air Force Base. The exact relationship between military employment (active duty and civil service) and non-military employment is unknown; however, it is estimated that a majority of the payrolls in the two-county area are at least indirectly related to the vast military operations at Eglin. A recent study of freshmen at Okaloosa-Walton Junior College

indicated that a majority of these students came from military or civil service families;[1] 33 percent were dependents of active duty military, 22 percent were dependents of federal civil service employees, and the remaining 45 percent were "non-military related," although many of these were from families employed by companies operating under government contracts. The student body at OWJC is thought to be representative of the district population, therefore, it can be assumed that the federal government is the largest employer in the junior college district.

TABLE 3

THE 1970 STATE AND DISTRICT
CIVILIAN LABOR FORCE

	1970 Census		
	Florida	Okaloosa County	Walton County
Number in Civilian Labor Force	1,910,900	24,220	3,940
Percent of State Total	100	1,267	.206
Percent of Two-County Total		86.01	13.99
Total Unemployment	86,900	1,020	200
Percent of Labor Force	4.55	4.21	5.08
Total Employed	1,824,000	23,200	3,740
Percent of Labor Force	95.45	95.70	94.92
Non-Agricultural Employment	1,680,300	22,760	2,940
Percent of Labor Force	84.93	93.94	74.62
Agricultural Employment	143,700	440	800
Percent of Labor Force	7.52	1.82	20.30

Source: Florida Statistical Abstract, 1971, pp. 297-308.

RATIONALE OF THE PROJECT

Many kinds of knowledge about the community of the public junior college are needed. The college offering is affected by population growth or decline, economic stability, breadth of industrial, commercial, or agricultural employment, . . . , to name only a few of the factors.[2]

[1]James A. Durham, "An Analysis of Academic Success Predictors for Selected Students at a Florida Junior College," (unpublished Ed.D. dissertation of the University of Southern Mississippi, 1970), p.28.

[2]James W. Thornton, Jr., The Community Junior College, (New York: John Wiley and Sons), 1966, p. 174.

The occupational survey as conducted by Okaloosa-Walton Junior College and financed by the State Department of Education was designed to provide additional data which are constantly needed for educational planning purposes. Without surveys of this nature, it is next to impossible for institutions like Okaloosa-Walton that are attempting to be of real service to their community to effectively evaluate the many occupational needs and to develop and correlate appropriate instructional offerings.

The Florida State Employment Service conducted the last employment survey of the Okaloosa-Walton area; the report was entitled "Area Skill Survey, Okaloosa-Walton Area," dated April, 1962. Another survey by the same agency was the "Okaloosa-Walton Area Occupational Wage Survey," based on June, 1961 data. These reports, together with others which are based on annual employment statistics, have been invaluable to the curriculum planners at Okaloosa-Walton Junior College.

It was felt that a new comprehensive employment survey of the two-county district was definitely needed in order to facilitate the College's continued evaluation of the effectiveness of its programs and to determine if needs existed for additional occupational programs.[1]

PROCEDURES

The procedures utilized in the various occupational surveys that have been conducted in the state of Florida are quite numerous. Some have attempted to survey a wide range of businesses by mailing rather formidable questionnaires which are probable causes, in many cases, for very light response; others have surveyed selected businesses by personal interviews. The better approach is probably the personal interview; however, this method requires considerably more man hours than the mail-out type.

The developers of the Okaloosa-Walton survey felt that in order for the objectives to be fulfilled a high rate of return was imperative and that only the personal interview approach would yield the desired results. Therefore, the funding proposal as approved by the Florida State Department of Education provided for the employment of certified teachers to work as interviewers.

Between July 26 and August 11, 1971, a group of Okaloosa-Walton Junior College faculty members, who were knowledgeable about the College and its programs, interviewed the person primarily responsible for employment (or his designated representative) in businesses throughout the two-county junior college district. Interview appointments were made in the larger organizations with repeat calls necessary in many cases where appointments were not feasible.

The Florida State Employment Service in Fort Walton Beach assisted in identifying the businesses and estimating the approximate number of employees; these data were used in determining which business would be at the top of the interview priority list. For example, there were three Okaloosa

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[1] Note: Okaloosa-Walton Junior College is designated the "Area Vocational-Technical School" for Okaloosa and Walton Counties.

County organizations reported to have in excess of 400 employees, two in the 300 to 399 category, and one whose employees numbered 200 to 299--these were at the top of the priority list, whereas those with less than ten were at the bottom. Table 4 reflects the initial summary of businesses by number of employees.

TABLE 4

SUMMARY OF OKALOOSA AND WALTON COUNTY EMPLOYERS
BY NUMBER OF EMPLOYEES AS REPORTED BY
THE STATE EMPLOYMENT SERVICE

Number of Employees by Category	Number of Employers by County	
	Okaloosa	Walton
Over 400	3	
300 to 399	2	
200 to 299	1	
100 to 199	7	1
75 to 99	8	1
50 to 74	12	2
35 to 49	24	4
20 to 34	74	6
10 to 19	137	25
Below 10	289	49
TOTAL	557	88

The data in Table 4 represented an estimate by the State Employment Service of the number of employers in each of ten categories ranging from over 400 employees to less than ten employees. As indicated earlier, those organizations employing the greater number of persons were among the first to be surveyed; however, it was possible to cover most businesses even in the "below 10" category. The total number of businesses covered by the survey team differed only slightly from the estimates; however, the totals by county varied considerably--516 for Okaloosa County rather than the estimated 557, and 167 for Walton County rather than 88. The vast difference for Walton County occurred in the "below 10" category--State Employment Office records reflected only those businesses with 4 or more employees, but the survey covered many of the smaller businesses. It is estimated that 79 Walton County businesses with less than 4 employees were included in the survey--no estimate of the "under 4" could be made for Okaloosa County.

The 683 organizations surveyed reported 9,951 non-agricultural employees (Okaloosa 7,925 and Walton 2,026); this was 34.82 percent for Okaloosa County and 68.91 percent for Walton County as related to the expected non-agricultural employment reported in Table 3. Table 5 indicates the number of non-agricultural employees by industry division who were reported by the businesses in the survey as compared with Commerce Department data for the same categories.

Some organizations were unable to provide any information due to security reasons; others provided only limited data for similar reasons. For example, no data were reported for one of the larger federal agencies at Eglin or for the majority of personnel employed by one of the larger civilian

[1] Florida Statistical Abstract, 1971, pp.315 and 317.

organizations. This explains, in part, the discrepancies between the expected and the actual survey responses and the differences in total employment figures.

TABLE 5

DISTRICT NONAGRICULTURAL EMPLOYMENT AS REPORTED BY THE STATE EMPLOYMENT SERVICE AND COMPARED WITH COMPARABLE SURVEY DATA

	Okaloosa			Walton		
Industry Divisions	Total	Survey[a]	Percent	Total	Survey[a]	Percent
Wholesale/Retail	4,100	2,906	70.9	660	601	91.1
Service Trades	3,660	2,756	75.3	300	331	110.3
Construction	1,120	546	48.0	140	81	57.9
Transportation/Utilities	1,080	314	29.1	160	73	45.6
Finance, Ins, Real Est	660	407	62.0	80	54	67.5
Government	7,720	592	7.7	880	462	52.5
Manufacture	2,040	402	19.7	320	405	126.9
Mining	--	2		-	19	
TOTAL	20,380[b]	7,925	38.9	2,540	2,026	79.8

[a]Excluding reported job vacancies

[b]The source document listed an additional category for each county--other non-agricultural workers (Okaloosa 2380 and Walton 400)

Source: Florida Statistical Abstract, 1971, pp. 315 and 317.
Note: The relationships between survey and "total" employment are discussed further in relation to Table 9.

The data obtained during each of the personal interviews (with top-management personnel) were recorded on locally developed and pre-tested survey forms (see Appendix for samples of interview forms). The survey form provided for the collection of data relative to the (1) business type (see Appendix), (2) employer's minimum education requirements, (3) whether or not he had employed and/or expected to have need for employment of Okaloosa-Walton Junior College alumni from each of the occupational programs, and (4) certain specifics regarding each job title within the organization--DOT classifications,[1] number currently employed, vacancies, total needs in 1973 and in 1976, estimated turn-over rate, and the seasonal demands of the job.

As mentioned in number one above, each organization surveyed was classified into one of several business types. These categories were subdivisions of the broader classification of business and industry divisions: (1) agricultural; (2) wholesale/retail; (3) service trades; (4) construction; (5) transportation and utilities; (6) finance, insurance,

[1]Dictionary of Occupational Titles

and real estate; (7) government; (8) manufacturing; and (9) mining.

In order to provide the desired listings and summaries of the survey data, countless hours were spent in developing and testing the computer programs utilized in this project. Among the numerous reports which were produced were the following: alphabetic listings of businesses by county, by zip code, by business type, and by number of employees; businesses by education requirements; businesses by OWJC occupational program; and reports of positions--by county, within zip code and county, and within business type.

THE SURVEY

The occupational survey for Okaloosa and Walton counties revealed a wide range of occupations within the 683 business organizations interviewed. Table 6 illustrates the percentage of businesses surveyed in each county. Most of the subdivisions for each county reflect relatively small percentages, except for the two categories of wholesale/retail and service trades which contained the majority of businesses. Combined, the percentages for the two categories were 81.2 for Okaloosa County and 75.9 for Walton. Out of the 9 subdivisions, the highest percentages for either county, other than the two mentioned above, was 6.4--construction in Okaloosa County.

TABLE 6

SUMMARY OF BUSINESSES SURVEYED
WITHIN INDUSTRY DIVISION

Industry Division	Number		Percent	
	Okaloosa	Walton	Okaloosa	Walton
Agriculture	3	1	.6	.6
Wholesale/Retail	240	87	46.5	52.4
Service Trades	179	39	34.7	23.5
Construction	33	6	6.4	3.6
Transportation/Utilities	8	4	1.6	2.4
Finance, Ins, Real Estate	27	7	5.2	4.2
Government (Fed/State/Local)	4	10	.8	6.0
Manufacturing	21	10	4.1	6.0
Mining	1	3	.2	1.8
TOTAL	516	167	100	100

The personnel situation in each county is reflected in Table 7 which summarizes the total employed as reported in the survey, the number of vacancies, and the expected number of positions what will be needed in each subdivision in 1973 and 1976; see Appendix for the report of needs by job

title. The survey reflected 7,941 persons employed by the 516 Okaloosa County businesses and governmental agencies and 2,110 by the 167 Walton County businesses and governmental agencies.[1] For current vacancies, the survey revealed 486 in Okaloosa County and 110 in Walton. The businessmen in each county expected a slight increase in jobs during the next 2 to 5 years; the total job availability figures (including vacancies) for the years 1971, 1973, and 1976 respectively are as follows: Okaloosa County 8,427, 9,365, 10,460; Walton County 2,220, 2,490, 2,868.

TABLE 7

SUMMARY OF POSITION NEEDS BY INDUSTRY
FOR OKALOOSA AND WALTON COUNTIES

	Okaloosa County				Walton County			
	Emp.	Vac.	Needed		Emp.	Vac.	Needed	
Industry Division	1971	1971	1973	1976	1971	1971	1973	1976
Agriculture	16	1	19	22	84		86	86
Wholesale/Retail	2906	188	3459	4022	601	17	697	801
Service Trades	2956	197	3358	3645	331	32	392	447
Construction	546	32	619	670	81	9	103	122
Transportation/Util	314	6	363	417	73		92	115
Finance, Ins, Real Est	407	18	505	620	54		64	71
Government	592	17	599	602	462	13	497	532
Manufacturing	402	27	440	548	405	28	528	659
Mining	2		3	4	19	11	31	35
TOTAL	7941	486	9365	10,460	2110	110	2490	2868

For a more detailed look at the distribution of jobs within each of the industry divisions, Table 8 presents a summary of needs and vacancies within each business type. In Okaloosa County, the division which reported the highest number of employees was Wholesale/Retail, and its largest subcategory was eating and drinking establishments which also reported the highest number of job vacancies. The greatest number of employees in Walton County were reported in the County government category with food manufacturing reporting the next highest. The greatest number of job vacancies, however, were reported in the apparel manufacturing category--the eighth largest in number of employees.

In analyzing the distribution of businesses among the nine categories, it is interesting to compare these with similar distribution percentages for the total positions (including job vacancies) and for the Fall, 1971 job vacancies. Table 9 presents these distribution percentages for each county.

TABLE 8 (pages 10-12)
TABLE 9 (page 12)

[1]Includes agricultural and non-agricultural workers

TABLE 8

POSITION NEEDS WITHIN BUSINESS TYPE AND COUNTY

Code	Business Type	Okaloosa County Empl. 1971	Okaloosa County Vac. 1971	Okaloosa County Needed 1973	Okaloosa County Needed 1976	Walton County Empl. 1971	Walton County Vac. 1971	Walton County Needed 1973	Walton County Needed 1976
AGRICULTURE									
104	Agricultural	4	1	5	7	84		86	86
105	Nurseries	12		14	15				
	Division Totals	16	1	19	22	84		86	86
WHOLESALE/RETAIL									
201	Building Material	159		200	262	17	1	21	25
202	Hardware	64	9	82	95	37	1	54	72
204	General Merchandise	357	6	393	410	69	1	71	90
205	Food	524	24	643	905	132	1	162	185
206	Auto Dealers	260	19	260	312	60	3	72	87
207	Gas Stations	203	16	222	241	48		50	51
208	Apparel	78	10	82	94	33		33	36
209	Heating/Cooling	37	5	43	33	10	2	14	14
210	Eating and Drinking	902	72	1136	1249	102	6	115	129
211	Home Furnishings	36	2	39	44	18		18	20
212	Fuel	43	4	56	61	28	2	34	35
213	Auto Supplies	65	16	96	101	8		11	12
214	Florists	11		11	11	8		9	9
215	Trailer Sales	20		28	28				
216	Pharmacy	43		53	56	21		23	26
217	Jewelry	27	4	29	34				
218	Office Supplies	27		27	27				
219	Dairy Products	18		28	28				
220	Motorcycles	13		13	13				
221	Bicycles	4		6	6				
299	Other	15	1	12	12	10		10	10
	Division Totals	2906	188	3459	4022	601	17	697	801
SERVICE TRADES									
301	Hotels	97	45	142	139				
302	Motels	720	22	774	801	76	5	98	111
303	Personal Service	307	36	397	403	37	11	40	40
304	Auto Repair	56	10	79	81	8	1	10	10
305	Motion Pictures	6		6	6	9		9	9
306	Amusements	19		19	19	15	7	18	20
307	Recreation Service	140	2	152	157				
308	Medical and Health	144	4	159	127	85	2	96	107
309	Legal	29		31	31	15	1	17	18
313	Nonprofit Organizations	55		63	67	16		19	22
314	Broadcasting	104	5	115	122	29		33	39
315	Land Development					25	4	36	55

TABLE 8--Continued

Code	Business Type	Okaloosa County Empl. 1971	Okaloosa County Vac. 1971	Okaloosa County Needed 1973	Okaloosa County Needed 1976	Walton County Empl. 1971	Walton County Vac. 1971	Walton County Needed 1973	Walton County Needed 1976
316	Electronics	205	13	261	341				
317	Plumbing	260	19	310	311				
318	Rental Properties	10		10	10				
319	Moving/Storage	162	7	199	208	9	1	9	9
320	Aircraft	196		196	377				
321	Research/Development	37	2	189	192				
322	Marinas	38	27	82	79				
399	Other	171	5	174	174	7		7	7
	Division Totals	2756	197	3358	3645	331	32	392	447
CONSTRUCTION									
401	Building Construction	338	16	380	414	32	5	42	44
402	Home Construction	36	3	48	62	45	4	57	74
403	Road Construction	60	1	69	69				
404	Special Construction	37	12	56	59	4		4	4
499	Other	75		66	66				
	Division Totals	546	32	619	670	81	9	103	122
TRANSPORTATION/UTILITIES									
501	Public Utilities					4		4	5
503	Motor Freight	12		14	20				
505	Air Transportation	11		12	14				
506	Communications	12		12	12	16		21	33
507	Elec, Gas, Sntry Svcs	279	6	325	371	53		67	77
	Division Totals	314	6	363	417	73		92	115
FINANCE, INS, REAL ESTATE									
601	Banking	227	2	272	295	32		40	45
602	Credit Agencies	95	4	102	107	6		6	6
603	Security and Commodity Bookers (including real estate)	50	12	94	179				
604	Insurance	35		37	39	16		18	20
	Division Totals	407	18	505	620	54		64	71
GOVERNMENT									
701	City					9		9	9
702	County	9	12	21	24	383	8	404	420
703	Federal	583	5	578	578	34		38	53
704	State					36	5	46	50
	Division Totals	592	17	599	602	462	13	497	532

TABLE 8--Continued

Code	Business Type	Okaloosa County Empl. 1971	Vac. 1971	Needed 1973	Needed 1976	Walton County Empl. 1971	Vac. 1971	Needed 1973	Needed 1976
MANUFACTURING									
801	Food					240	5	257	273
804	Apparel					70	20	169	266
805	Lumber and Wood	194	11	204	201	71	2	68	71
808	Publishing	85		88	89	7		7	10
815	Fabricated Metal	30	5	34	34	2	1	7	14
816	Concrete	46	5	51	56	7		9	9
817	Boats	26	3	34	42				
818	Re-Building	6	2	9	11				
821	Ice	15	1	20	25				
899	Other					8		11	16
	Division Totals	402	27	440	458	405	28	528	659
MINING									
901	Water					8	11	20	24
903	Sand	2		3	4	11		11	11
	Division Totals	2		3	4	19	11	31	35
GRAND TOTALS--all divisions		7941	486	9365	10,460	2110	110	2490	2868

TABLE 9

THE NUMBER OF BUSINESSES BY INDUSTRY DIVISION
AS COMPARED WITH THE REPORTED POSITIONS
AND JOB VACANCIES BY COUNTY

Industry Division	%, Okaloosa County Bus.	Positions	Vac.	%, Walton County Bus.	Positions	Vac.
Agriculture	.6	.2	.2	.6	3.8	
Wholesale/Retail	46.5	35.0	38.7	52.4	28.0	15.5
Service Trades	34.7	36.0	40.5	23.5	16.4	29.1
Construction	6.4	7.0	6.6	3.6	4.1	8.2
Transportation/Utilities	1.6	3.9	1.2	2.4	3.1	
Finance, Ins, Real Est.	5.2	5.2	3.7	4.2	2.4	
Government	.8	7.4	3.5	6.0	21.1	11.8
Manufacturing	4.1	5.2	5.6	6.0	19.7	25.5
Mining	.2	.02		1.2	1.4	10.0
Total Number	516	8205	486	166	2208	110

In reviewing the data in Table 9, an example of interpretation would be that 46.5 percent of the reporting Okaloosa County organizations in the wholesale/retail trades had 35 percent of the total reported positions and 38.7 percent of the total vacancies; also, only 6.0 percent of the Walton County businesses were in the manufacturing category, however, this relatively small number of businesses reported 19.7 percent of the total jobs and 25.5 percent of the total vacancies. By combining groups, it is seen that 81.2 percent of the reporting Okaloosa County organizations were in the two larger categories of wholesale/retail and service trades, with 71.0 percent of the county's total jobs and 79.2 percent of the total vacancies. For these same categories in Walton County, 75.9 percent of the reporting organizations had 44.4 percent of the jobs and 44.6 percent of the total county vacancies.

The survey statistics may be accepted as valid for the organizations interviewed as of the third calendar quarter of 1971, but to infer that the various percentages discussed in this report are valid for each county's total population would be presumptious, if not completely false. However, it is logical to relate the survey data to the total work force for each county as reported by the Florida Department of Commerce and published in Florida Statistical Abstract, 1971 and to arrive at estimated employment needs for each broad category.

Table 10 presents the estimate of total position vacancies in all non-agricultural organizations for each county as based on actual survey counts. Also presented, are the Commerce Department's total employment figures for each industry division and the percent of these figures which the survey was able to obtain; the higher this percentage figure, the more likely is the projected position vacancy figure, and conversely, the smaller the percent the less reliable are the corresponding estimated vacancies (no statistical inference intended). For the category of "wholesale/retail," 2,906 employees were reported in the survey for Okaloosa County, but 4,100 were reported by the Commerce Department (survey reached 70.9 percent of the expected). The survey also reported 188 vacancies in this category for the same county--6.47 percent of the reported employees; therefore, 6.47 percent of 4,100 expected employees provides an estimate of 265 job vacancies. Other data sets may be interpreted in a manner similar to that described above. It is estimated 1,003 vacancies existed in Okaloosa County and 131 in Walton County for a total of 1,134 total personnel needs.

The number of employees within each category, together with the number of job vacancies as presented in Table 10 are certainly items of interest to those concerned with the overall employment picture in Okaloosa and Walton Counties; however, the value that one places on the size of some vacancies might well be tempered with a knowledge of the corresponding turn-over rate. Table 11 (page 15) presents the percentage of businesses that reported low, medium, or high turn-over rate for their various positions. No estimates of turn-over rate were reported in several categories; e.g., no responses in the mining category for Okaloosa County, and no medium or high responses in any category for Walton County.

TABLE 10

ESTIMATE OF TOTAL 1971 NONAGRICULTURAL
JOB VACANCIES BY COUNTY

Industry Division	Okaloosa County						Walton County					
	Employed			Position Vacncs.			Employed			Position Vacncs.		
	Srvy	FDC[a]	Pcnt[b]	Srvy	Pcnt[c]	ETV[d]	Srvy	FDC[a]	Pcnt[b]	Srvy	Pcnt[c]	ETV[d]
Wholesale/Retail	2906	4100	70.9	188	6.47	265	601	660	91.1	17	2.83	19
Service Trades	2756	3660	75.3	197	7.15	262	331	300	110.3	32	-	32[e]
Construction	546	1120	48.8	32	5.86	66	81	140	57.9	9	11.11	16
Transportation/Utilities	314	1080	29.1	6	1.91	21	73	160	45.6	0	-	-
Finc, Ins, Real Estate	407	660	62.0	18	4.42	29	54	80	67.5	0	-	-
Government	592	7720	7.7	17	2.87	222	462	880	52.5	13	2.81	25
Manufacturing	402	2040	19.7	27	6.77	138	405	320	126.9	28	-	28[e]
Mining	2	0	-	0	-	-	19	0	-	11	-	11[e]
TOTAL	7925	20,380	38.9	485		1003	2026	2540	79.8	110		131

[a]FDC = Florida Department of Commerce data as reported in Florida Statistical Abstract, 1971, pp. 315, 317.

[b]Relationship of survey data to total employed (total reported in survey divided by FDC total)

[c]Relationship of job vacancies to total employment as reported in the survey

[d]ETV = Estimated Total Vacancies (FDC total, times the percent the survey vacancies are of the survey total)

[e]A greater number of positions were reported in the survey than in Florida Statistical Abstract, 1971, therefore, these Estimated Total Vacancies are the actual survey data.

TABLE 11

PERCENT OF BUSINESSES BY INDUSTRY DIVISION THAT REPORTED LOW, MEDIUM, AND HIGH TURN-OVER FOR THEIR EMPLOYEE POSITIONS

Industry Division	%, Okaloosa County			%, Walton County		
	Low	Med	High	Low	Med	High
Agriculture	.4			1.4		
Wholesale/Retail	27.7	6.7	3.1	29.5		
Service Trades	28.1	6.7	4.0	24.0		
Construction	4.6	.4	.5	3.4		
Transportation/Utilities	2.0	.3		15.8		
Finance, Ins, Real Estate	7.1	.4	.4	.7		
Government	.6		.3	19.2		
Manufacturing	5.5	.5	.8	4.1		
Mining				.7		

Also of interest to educational planners in the two-county area and to the State Employment Service are the varied educational requirements reflected in Table 12 (see Table 13 for a complete report by Business Type). Each employer was asked what the minimum education requirement was for employment by his organization: (1) no minimum, (2) 8th grade, (3) 12th grade, (4) 14th grade, and (5) above grade 14. In Okaloosa County, 66 percent of the organizations reported requirements of less than 12th grade (58% plus 8%), and 32 percent required at least a 12th grade education; also 3.4 percent required more than a 12th grade level for employment. In Walton County, the statistics are similar to those coming from Okaloosa County: 67 percent (66% plus 1%) for less than 12th grade and 33 percent for 12th grade--none higher than 12th grade.

The high percentage of businesses reporting to settle for no minimum education requirement, or at least a limited level, is somewhat misleading since many of the "high skill" organizations employ at least a few relatively unskilled workers to perform selected tasks which require less than 8th grade education--little or no formal training. These data indicate that 449 organizations in both counties employed workers with less than 8th grade education, but the number of workers in each category is unknown; if the study is repeated, this information should be obtained. Even without the precise number of workers in each category, the information relative to the specific businesses employing workers with minimum education levels will prove invaluable to the College's Adult Basic Education Program.

TABLE 12

NUMBER OF BUSINESSES BY MINIMUM EDUCATION REQUIREMENT WITHIN INDUSTRY DIVISION

Industry Division	Number of Businesses per Min. Educ. Requirement*									
	Okaloosa					Walton				
	1	2	3	4	5	1	2	3	4	5
Agricultural	3					1				
Wholesale/Retail	157	19	61	2	1	64		23		
Service Trades	92	11	65	10	1	19	1	19		
Construction	27	3	3			6				
Transportation/Utilities	2		6					4		
Finance, Ins, Real Est	5		22			4		3		
Government	1	1	1	1		6	1	3		
Manufacturing	10	5	5	1		9		1		
Mining	1					2		1		
Total Businesses	298	39	163	14	2	111	2	54		
Percent of Total by County	58	8	32	3	0.4	66	1	33		

*Requirement Categories: (1) no minimum, (2) 8th grade, (3) 12th grade, (4) 14th grade, and (5) above grade 14

Table 13 reflects the distribution of minimum education requirements within each of the industry divisions. As mentioned above, it is not particularly surprising that so many businesses reported no minimum education requirements of less than 12th grade, since many of the "high skill" organizations employed at least a few workers to perform tasks which did not require a high level of formal training. It is of particular interest to consider the various business types that are reported in the 3, 4, and 5 categories and to note that many organizations employed no one with less than 12th grade education.

TABLE 13

MINIMUM EDUCATION REQUIREMENTS OF BUSINESSES WITHIN BUSINESS TYPE AND COUNTY

Code	Business Type	Number of Businesses per Min. Educ. Requirement*									
		Okaloosa					Walton				
		1	2	3	4	5	1	2	3	4	5
AGRICULTURE											
104	Agriculture	1					1				
105	Nurseries	2									
	Division Totals	3					1				

*Requirement Categories: (1) No minimum, (2) 8th grade, (3) 12th grade (4) 14th grade, and (5) above grade 14

Table 13--Continued

Code	Business Type	Number of Businesses per Min. Educ. Requirement*									
		Okaloosa					Walton				
		1	2	3	4	5	1	2	3	4	5
WHOLESALE/RETAIL											
201	Building Material	5	1	2			2				
202	Hardware	10					1				
204	General Merchand	12	3	10	1		10		3		
205	Food	20		5			11		6		
206	Auto Dealers	7	2	3			2		1		
207	Gas Stations	27	2	5			10		1		
208	Apparel	6		6			3		3		
209	Heating/Cooling			3					1		
210	Eating and Drink	47	8	12			9		3		
211	Home Furnishing	1		3			2		2		
212	Fuel	6	1	1			4		1		
213	Auto Supplies	5	2	4			3				
214	Florists	1					2				
215	Trailer Sales	3									
216	Pharmacy	2		3		1	2		2		
217	Jewelry	1			1						
218	Office Supplies			2							
219	Dairy Products	1									
220	Motorcycles	1									
221	Bicycles			1							
299	Other	2		1			3				
	Division Totals	157	19	61	2	1	64		23		
SERVICE TRADES											
301	Hotels	1									
302	Motels	29	1	8			4		1		
303	Personal Service	15	2	14	5	1	3		6		
304	Auto Repair	7		3			1				
305	Motion Pictures	1							1		
306	Amusements	3		1			1				
307	Recreation Svc	18		4							
308	Medical & Health	1	1	5	3		2		4		
309	Legal			4			1		2		
313	Nonprofit Organ.	1		1			2		1		
314	Broadcasting	1		6					3		
315	Land Development						3				
316	Electronics	1		6	1						
317	Plumbing	3	3								
318	Rental Properties	2		1							
319	Moving/Storage	4	1	6			2				
320	Aircraft			2							
321	Research/Develop.	2		1	1						
322	Marina		1	1							
399	Other	3	2	1				1	1		
	Division Totals	92	11	65	10	1	19	1	19		

*Requirement Categories: (1) No minimum, (2) 8th grade, (3) 12th grade, (4) 14th grade, and (5) above grade 14

Table 13--Continued

Code	Business Type	Number of Businesses per Min. Educ. Requirement*									
		Okaloosa					Walton				
		1	2	3	4	5	1	2	3	4	5
CONSTRUCTION											
401	Building Const	15	2	1			2				
402	Home Const	4		1			3				
403	Road Const	3									
404	Special Const	2	1	1			1				
499	Other	3									
	Division Totals	27	3	3	—	—	6	—	—	—	—
TRANSPORTATION/UTILITIES											
501	Public Utilities								1		
503	Motor Freight	1									
505	Air Transp			1							
506	Communications			1					1		
507	Elec, Gas, Sntry Svc	1	—	4	—	—	—	—	2	—	—
	Division Totals	2		6					4		
FINANCE, INS, REAL EST											
601	Banking	1		7			2		1		
601	Credit Agencies	1		4			1				
603	Security & Commodity Bookers (inc. real est)	2		8							
604	Insurance	1	—	3	—	—	1	—	2	—	—
	Division Totals	5		22			4		3		
GOVERNMENT											
701	City						2				
702	County			1			3		1		
703	Federal	1	1		1		1		1		
704	State							1	1		
	Division Totals	1	1	1	1	—	6	1	3	—	—
MANUFACTURING											
810	Food						1		1		
804	Apparel						1				
805	Lumber & Wood	5		1			3				
808	Publishing	1	1	1	1		1				
815	Fabricated Metal	1		2			1				
816	Concrete		3				1				
817	Boats	1	1	1							
818	Re-Building	1									

*Requirement Categories: (1) No minimum, (2) 8th grade, (3) 12th grade, (4) 14th grade, and (5) above grade 14

Table 13--Continued

Code	Business Type	Number of Businesses per Min. Educ. Requirement*									
		Okaloosa					Walton				
		1	2	3	4	5	1	2	3	4	5
821	Ice	1									
899	Other						1				
	Division Totals	10	5	5	1	—	9	—	1	—	—
MINING											
901	Water						1		1		
903	Sand	1					1				
	Division Totals	1	—	—	—	—	2	—	1	—	—
GRAND TOTALS--All Divis.		298	39	163	14	2	111	2	54		

*Requirement Categories: (1) no minimum, (2) 8th grade, (3) 12th grade, (4) 14th grade, and (5) above grade 14

One of the College's major objectives in pursuing this survey was to analyze the community's acceptance of graduates and other alumni of the various occupational programs. Table 14 summarizes the number of businesses who reported that they had hired and the number who expected to hire alumni of OWJC occupational programs. For example, out of 32 different Okaloosa County businesses that employed welders, 6 reported to have already hired former OWJC Welding students and 31 (may include same 6) will hire students from the Welding program. In Walton County a total of 32 different businesses reported in the clerical category--20 had hired and 25 (78 percent) expected to have future need for alumni from the OWJC clerical program.

Since several businesses reported hiring OWJC alumni from the programs which began or will begin during the 1971-72 academic year, it is likely that this survey question was misunderstood, for example, 4 businesses reported to have hired students from the Child Development program, although, it was just beginning at the time of the survey. The College did, at one time, have a program for child day care workers, and it was probably students from that program who had been employed. Also, 2 auto body students were reported to have been hired, but the College had no program of this type prior to the survey--perhaps the alumni who were working in auto body jobs represented other programs. The College's Fast Foods program, from which 12 businesses reported having hired alumni, began in the Winter term of 1972, but the College had offered selected foods courses to school lunchroom workers prior to the dates of the survey--former students in these courses may have been working for nonschool employers at the time of the survey.

The percentage of businesses that expected to have needs for alumni from the College's various programs was quite encouraging, since, according to the "have hired" data, these same programs had already been of service, and it was obvious that the established programs would still be in demand over the next few years. The new programs are also expected to be of

significant value to the community--the Auto Body and Fast Foods programs were especially encouraging with 22 and 57 businesses respectively from both counties indicating future hiring needs from these areas. The survey reflected 8 businesses who expected to have need for trained personnel from the Child Development program, and the services of these students are expected to be in demand in communities outside of the immediate junior college district.

TABLE 14

SUMMARY OF BUSINESSES THAT HAVE HIRED AND EXPECT TO HIRE OKALOOSA-WALTON JUNIOR COLLEGE ALUMNI FROM SPECIFIC OCCUPATIONAL PROGRAMS

		Okaloosa County				Walton County			
Occupational Programs	Yr[a]	No. of Bus.	Have Hired	Will Hire	%[b]	No. of Bus.	Have Hired	Will Hire	%[b]
Air Cond & Refrig	S '66	51	18	43	84	19	6	18	95
Auto Body	S '72	18	1	18	100	5	1	4	80
Auto Mechanics	S '66	73	17	67	92	6	2	4	67
Brick & Blocklaying	F '66	23	7	21	91	9	1	9	100
Clerical	F '64	114	47	110	96	32	20	25	78
Child Development	S '71	9	4	7	78	1		1	100
Drafting & Design	F '64	24	8	23	96	6	1	6	100
Electronics	F '64	25	8	24	96	4	1	4	100
Fast Foods	W '72	50	11	47	94	11	1	10	91
Stenographics	F '64	60	20	51	85	9	3	8	89
Welding	F '66	32	6	31	97	4	1	3	75

[a]Term and year that each program began, except for Auto Body which will begin Spring, 1972

[b]Percent of businesses who expected to have future hiring needs from these programs.

In conversation with the employers throughout the survey area, the interviewers attempted to determine the additional training needs which the College might fulfill. Many suggestions were made relative to specific course needs, and these will be considered individually -- some may develop into occupational programs. Several comments were made concerning the need for auto mechanics and food service workers--both of these areas, as mentioned above, are currently represented among the College occupational programs which should begin satisfying community needs within the foreseeable future.

SUMMARY

In summary, this report has attempted to describe the community in which the occupational survey was conducted and to describe, as extensively as was deemed feasible, the numerous data elements collected for each job and business.

Personal interview responses were reported for 683 organizations in Okaloosa and Walton Counties with the highest percent from each county occurring in the wholesale/retail trades. The second highest percent of businesses in each county represented the various service trades. The percentage of job vacancies among the 9 industry divisions followed essentially the same distribution pattern for businesses in Okaloosa and Walton Counties; Walton County, however, reflected the highest percent of vacancies in the service trades with manufacturing reporting a close second.

Estimates of total occupational needs were made by relating the data collected to the expected population totals as reported by the Florida Department of Commerce. The total job vacancies for Okaloosa and Walton Counties was estimated at 1,134 (1,003 in Okaloosa and 131 in Walton)--the accuracy of these estimates seem questionable in selected areas due to limited survey responses. The total number of non-agricultural employees reported in the survey for Okaloosa County was 38.9 percent of the Commerce Department figures and for Walton County, 79.8 percent. The combined percentage for both counties was 43.4.

The report also provided information relative to minimum educational needs among employers, estimated job turn-over rates, and about employment practices relative to alumni of Okaloosa-Walton Junior College's occupational programs. The College had several relatively new programs, and the survey provided an excellent opportunity to publicize these activities.

Subsequent studies of this nature should be conducted on a regular basis in order to establish a pattern of employment needs and practices within Okaloosa and Walton Counties. By utilizing the procedures developed in this survey, though certain refinements are definitely indicated, such regularly conducted projects could be accomplished quite efficiently with the results becoming available almost immediately upon completion of the interviews.

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APPENDIX

PROJECT PERSONNEL

Advisory Committee

Mr. Teddy DeShazo, Counselor, Representing Walton County Schools, DeFuniak Springs, Florida

Mr. Rod Dugger, Consultant, State Department of Education, Tallahassee, Florida (ex officio member)

Mr. H. D. Elmore, Coordinator of Programs for Vocational and Technical Skills, Representing Okaloosa County Schools, Crestview, Florida

Mr. Tom Markin, Vocational Counselor, Okaloosa-Walton Junior College, through June 30, 1971

Mr. Jack Potter, Curriculum Specialist, Okaloosa-Walton Junior College

Mr. James Richardson, Director Vocational Education, Representing Okaloosa County Schools, Crestview, Florida

Mr. Roy Rish, Manager, Florida State Employment Service Fort Walton Beach, Florida

Project Directors

Mr. James E. Harris, Former Dean of Adult Studies--Project Director from the initial proposal until June 30, 1971

Dr. James A. Durham, Director of Institutional Research--Project Director from July, 1971 through completion of the project

Computer Programmer

Mr. Robert W. Schoen, Coordinator of Data Systems

Interviewers (OWJC Faculty Members)

Mr. Jack Bartell
Mr. Ernest Beasley
Mr. Leigh Chapman
Mr. Edward Friese
Mr. Ross Hamilton
Mrs. Dorothy Harris
Mr. John Hutchcroft
Mrs. Lydia King
Mr. Robert Larson
Mr. Albert Nudo
Mr. William Roberts
Mr. Paul Szuch
Mrs. Lynda Cast
Mrs. Carmen Weber

Okaloosa-Walton Junior College
Niceville, Florida

DISTRICT OCCUPATIONAL SURVEY

TIME OFF _____
TIME ON _____

Code

Business Name _____ _____

Address _____

_____

Organization Type _____ _____

Person Interviewed _____

Title _____

Interviewer _____ _____

Minimum education required for employment in this organization:
(1) no minimum (4) 14th grade
(2) 8th grade (5) above grade 14
(3) 12th grade

_____

The major certificate programs that the College currently offers are listed below. Please indicate if you have ever employed a person on the basis of having completed or pursued one of these programs and further, if you plan to employ graduates of one or more of these programs in the future as vacancies occur.

Program	Have Hired	Will Hire
Air Conditioning and Refrigeration		
Auto Body		
Auto Mechanics		
Brick and Blocklaying		
Clerical		
Child Development		
Drafting and Design		
Electronics		
Fast Food Services		
Stenographics		
Welding		

Upon completion of interview, please add comments here:

OCCUPATIONAL SURVEY

Business Name Code _____ Page ___ of __

CODE	JOB TITLE	NUMBER EMPLOYED NOW	NUMBER NEEDED NOW[a]	PROJECTED NEEDS[b]		PROCUREMENT DIFFICULTY			IS JOB SEASONAL				
				JUNE 1973	JUNE 1976	LITTLE	SOME	MUCH	NO	PEAK OF EMPLOYMENT FALL	WINTER	SPRING	SUMMER

[a]Vacancies

[b]Total to be employed

OKALOOSA-WALTON JUNIOR COLLEGE
DISTRICT OCCUPATIONAL SURVEY

- BUSINESS TYPES WITHIN INDUSTRIAL DIVISION -

AGRICULTURAL

101 Forestry	103 Commercial Farms	105 Nurseries
102 Fisheries	104 Agricultural	106 Livestock

WHOLESALE/RETAIL

201 Building Material	206 Auto Dealers	211 Home Furnish.	216 Pharmacy
202 Hardware	207 Gas Stations	212 Fuel	217 Jewelry
203 Farm Equipment	208 Apparel	213 Auto Supplies	218 Off. Supplies
204 Gen. Merchandise	209 Heating/Cooling	214 Florists	219 Dairy Products
205 Food	210 Eating/Drinking	215 Trailer Sales	220 Motorcycles
			221 Bicycles
			299 Other

SERVICE TRADES

301 Hotels	307 Recreation Svc	313 Non-Prof Org.	319 Moving/Storage
302 Motels	308 Med & Health	314 Broadcasting	320 Aircraft
303 Personal Service	309 Legal	315 Land Develop.	321 Research & Dev.
304 Auto Repair	310 Educational	316 Electronics	322 Marina
305 Motion Pictures	311 Museums	317 Plumbing	399 Other
306 Amusements	312 Art Galleries	318 Rent. Prop.	

CONSTRUCTION

401 Building Const.	403 Road Const.	
402 Home Const.	404 Other Special Const.	499 Other

TRANSPORTATION AND UTILITIES

501 Public Utilities	504 Water Trans.	507 Electric, Gas &
502 Local Trans.	505 Air Trans.	Sanitary Service
503 Motor Freight	506 Communication	599 Other

FINANCE, INSURANCE, AND REAL ESTATE

601 Banking	603 Security and Commodity	604 Insurance
602 Credit Agencies	Brokers (Real Estate)	699 Other

GOVERNMENT

701 City	703 Federal	
702 County	704 State	799 Other

MANUFACTURING

801 Food	807 Printing	813 Stone	819 Sign Making
802 Canning	808 Publishing	814 Clay	820 Electronics
803 Textile	809 Chemical	815 Fabricated Met.	821 Ice
804 Apparel	810 Rubber	816 Concrete	899 Other
805 Lumber & Wood	811 Plastic	817 Boats	
806 Paper	812 Leather	818 Re-Building	

MINING

901 Water	902 Oil	903 Sand	999 Other

POSITION NEEDS BY JOB TITLE
AS REPORTED IN SURVEY

Position	Okaloosa County				Walton County			
	Tot Curnt Empl	Tot Vac	Tot Need 1973	Tot Need 1976	Tot Curnt Empl	Tot Vac	Tot Need 1973	Tot Need 1976
Abstractor	1	1	3	3	2		3	4
Accountant	52	2	58	58				
Accountant, Public	6		9	9	5	1	5	5
Accounting Clerk	6		9	13	1		1	2
Accounts Payable Clerk	2		2	2	1		2	3
Accounts Receivable Clerk	2		2	2	1		1	1
Adjustment Clerk	2		2	3				
Administrative Asst.	13	2	16	16	1		1	1
Ads Clerk, Print. & Pub.	11		11	11				
Advertising Layout Man					2		2	2
Advertising Man	11		12	14	4		6	8
Advertising Manager	2		3	3				
Air Cond. Unit Installer	84		87	89	1		1	1
A/C, Central Ht. & Plumber, Pipe Fitter					7	1	8	8
Aircraft Engine Mechanic	31		31	60				
Aircraft Inspector	1		1	2				
Aircraft Painter	18		18	18				
Aircraft Radio Repair	7		7	14				
Airplane Pilot, Agric.	2		2	4				
Amusement Machine Opr.	3		3	3				
Appliance Repairman	11	2	17	18	1		1	1
Architect	7		7	7				
Attendant, Coin Opr. Laundry					6	6	6	6
Assignment Clerk, Tel. & Tel.	2		2	2				
Auditor	1		1	1				
Authorization Clerk	1		1	1				
Auto Body Worker	25	4	31	34	5		8	11
Auto Mechanic	121	19	145	160	14	1	17	22
Auto Mechanic, Helper	8		10	12	4		4	4
Auto Service Mechanic	7	1	10	10	4		4	4
Auto Upholsterer					1		1	1
Auto Air Cond. Assembler		1	2	2				
Auto Maint. Equip. Serviceman	2		2	2	4		4	4
Auto Svc. Station Mechanic	45	10	57	62	1		1	1
Bag Boy	18	2	29	36	13		19	25
Baker, Helper	2		2	2				
Bakery Girl	2		2	2				
Bank President	7		7	7	4		5	5
Bank Teller	96		121	131	11		15	17
Barber	20		20	20	3	1	4	4
Barmaid	8	2	10	9				

Position	Okaloosa County Tot Curnt Empl	Tot Vac	Tot Need 1973	Tot Need 1976	Walton County Tot Curnt Empl	Tot Vac	Tot Need 1973	Tot Need 1976
Bartender	89	4	94	97	1		1	1
Beautician	40	6	52	39	4		4	4
Bell Boy	5		5	5				
Bicycle Repairman	2		3	3				
Billing Clerk, Clerical	5		5	6				
Biologist					1	1	3	4
Blower & Compressor Assembler	3	2	5	6				
Boat Mechanic	5	2	9	3				
Boat Rigger	3	3	9	9				
Boatbuilder, Wood	1		1	1				
Booker, Theater					1		1	1
Booking Agent	1		1	1				
Bookkeeper I	95	4	103	107	84	2	87	92
Bookkeeping Machine Opr. I	2		2	2				
Bowling, Pinsetting Mechanic	4		4	4				
Bowling Alley Installation Mech.	4		4	4				
Boy, Cleanup -Restuarant-	56	5	66	79	10	1	15	17
Bricklayer	15	5	20	21	6		6	6
Brick Tender					2		2	2
Bucker, Log Maker	3		3	3				
Building Insulation Foreman	1							
Bulldozer Operator	1		1	1	2		3	3
Bureau News, Print. & Pub.	2		2	2				
Bus Driver	1		1	1	50		50	50
Bus Mechanic					4		4	6
Cabinet Maker	11	2	15	16	1		1	2
Cable Splicer	16		20	24	1		2	5
Captain, Charter Boat	12		14	15				
Captain, Fishing Vessel	10	1	12	21				
Carpenter	96	22	126	141	26	4	38	53
Carpenter, Helper	27		37	41	8	2	13	20
Carpet Layer					2		2	2
Case Worker	13		13	13	14		14	14
Caseworker, Family	16		16	16				
Caseworker, Supervisor	5		5	5	1		1	1
Cashier, General II	1		1	1				
Cashier, Assistant Bank	9		9	10				
Cashier, Bank	6		6	6	2		2	3
Cashier, Front Office	13		14	14	6		7	7
Cashier, Store	19		20	21	3		3	3
Cashier, Ticket Seller	2		2	2	1		1	1
Caterer Helper	1	1	2	2				
Catering Truck Operator	3	1	4	4				
Cement Mason	20		23	30	4		4	4
Cement Mason, Helper	3		3	3				

Position	Okaloosa County Tot Curnt Empl	Tot Vac	Tot Need 1973	Tot Need 1976	Walton County Tot Curnt Empl	Tot Vac	Tot Need 1973	Tot Need 1976
Chainman, Surveyor Asst.	2		2	2				
Chainsaw Mechanic					1		1	1
Chef	7	1	10	13				
Chemist, Organic			6	6				
Circulation Clerk	2		2	2				
Circulation Manager	2		2	2				
Civil Engineer	4		4	4				
Cleanup Boy, Porter	48	3	53	53	9		10	10
Cleanup Girl	12		12	12	22		22	22
Cleaner II	3		3	3				
Clerk, General	7		8	7	1		1	1
Clerk, General Office	260	2	296	329	32	1	40	42
Clerk Typist					2		2	2
Cloth Joiner, Tents					5		7	12
Collection Agent, Bank	3		5	6				
Collection Clerk	8	1	10	12	1		1	1
Combination Man, Sect. Maint. Tel.	47		51	55				
Commissary Man	1		1	1	1		1	1
Communication Man	3		5	5				
Community Organization Worker	3		3	3				
Community Planning Director	5		8	8				
Concession Attendant					2		2	2
Concrete Mixer Operator	2		2	2				
Construction Inspector	1		1	1	1		1	1
Construction Workers	12		13	18	10		11	12
Contract Clerk, Automobile	1		1	1				
Control Clerk, Bank	1		1	1				
Cook	211	22	240	244	25	2	31	35
Cook Helper	6		6	6	2	2	3	3
Cook, Institution	8		8	4				
Cook, School Cafeteria					27		27	27
Cook, Short Order	21		21	21				
Correction Officer, Jailkeeper	3	2	7	8				
Cosmetologist	9		10	12	3		3	3
Counter Girl, Marker -Dry Clean-	15	3	18	18				
Countergirl	31	2	39	47				
Countergirl, Cafeteria	19	2	21	21				
Counterman, Auto Parts	8	1	11	13	2		4	4
Counterman, Cafeteria	2	1	4	4				
Counterman, Lunchroom/Coffee Shop	182	3	235	253	2		2	3
County Agric. Agent, Farm Bureau					1		1	1
Crane Operator	1		1	1				
Credit Clerk I	4		5	7				

Position	Okaloosa County Tot Curnt Empl	Tot Vac	Tot Need 1973	Tot Need 1976	Walton County Tot Curnt Empl	Tot Vac	Tot Need 1973	Tot Need 1976
Cutter, Hand Helper					1	1	3	6
Cutter, Hand I					1		2	3
Dairy Helper	2		12	12				
Dark Room Technician	1		1	1				
Deck Hand	40		44	47				
Decorator, Any Industry		1	1	1				
Delivery Boy, Store	8		8	9	1		1	1
Delivery and Order Man	1		1	1				
Deliveryman	10	2	13	13	6		7	7
Dental Assistant	6		7	7	2		2	2
Dental Hygienist	3		3	3	2		2	2
Dental Lab Technician	2		2	2	2		2	2
Dentist	5		5	5	2		2	2
Desk Clerk, Hotel/Motel	77	9	89	90	6		7	7
Diesel Mechanic	4		4	4	1		1	1
Digital-Computer Operator	3		3	6	1		1	1
Dining Room Cashier	25	1	27	26	5		6	6
Director, Community Organization	1		1	1				
Director, Funeral	2		2	2	2		2	2
Director, Recreation Center	3		3	3				
Director, Service Child Care	9		7	10				
Dishwasher	72	7	84	79	20	3	25	26
Dispatcher I					1	2	4	4
Dispatcher, Clerical	2		2	2				
Dispatcher, Motor Vehicle	1		1	1				
Dispatcher, Radio					2	1	3	3
District Manager	3		3	3	1		1	1
Dock Boy	2		2	2				
Doctor	1		1	2	4		5	5
Doorman	4		5	6				
Draftsman, Tel. & Tel.	6		6	6				
Draftsman, Civil	7	1	8	7				
Draftsman, Electrical	3		7	10				
Draftsman, Engineering	1		1	1				
Draftsman, Marine	2		2	2				
Draftsman, Mechanical	14		28	28				
Drive-in Waitress	7	3	10	13				
Dry Cleaner	2		2	2				
Dry-Wall Sander	2	2	2	2				
Dump Truck Driver	14		15	16	6		6	6
Editor, Newspaper	5		6	6	2		2	2
Electric Motor Repairman	2	1	2	1				
Electrical Engineer	12		13	13				
Electrical Repairman	15		15	15				
Electrician	30	1	34	36	6		8	11

Position	Okaloosa County				Walton County			
	Tot Curnt Empl	Tot Vac	Tot Need 1973	Tot Need 1976	Tot Curnt Empl	Tot Vac	Tot Need 1973	Tot Need 1976
Electrician Apprentice	1		1	1				
Electrician Supervisor	1		2	3				
Electrician, Airplane	4		4	8				
Electrician, Chief	1		1	1				
Electrician, Helper	13		13	13				
Electronic Engineer	19		23	31	1		1	1
Electronic Mechanic	9		9	9				
Electronic Technician	158	8	166	166	7		8	10
Electronics Assembler, Developmental	23	7	60	120				
Embalmer	2	1	4	4				
Embalmer Apprentice	2		4	4	1		1	1
Engineering Asst, Mech Equip	4		7	7				
Estimator	6		6	6				
Fabric Worker, Aircraft	10		10	20				
Farm Foreman					12		12	12
Farm Manager, General					1		1	1
Field Recorder, Field Clerk				1	1		1	1
File Clerk I	1		1	1				
Fire Chief					1		1	1
Fire Fighter	6		6	12				
First Mate	2	1	3	3				
Fish & Game Warden					2		3	4
Floral Designer	4		4	4	5		5	5
Food Store Clerk	35		43	44	13		15	17
Food Svc Supervisor, Medical					1		1	1
Foreman, Any Industry	89	2	119	130	37	1	38	52
Foreman, Aircraft Maint	1		1	1				
Foreman, Electronic Assemblies	1							
Foreman, Mails					2		2	2
Foreman, Sawmill	3		3	3	1		1	1
Fork Lift Truck Operator	4	2	8	11				
Fountain Clerk	2		2	2				
Front-End Man	1		1	1				
Furniture Packer	24		28	28				
Garage Serviceman	8		10	10	5		6	7
Garbage Pick-Up	6		6	6				
Gas Appliance Ser. and Repair	1		1	1	1		1	1
Gas Station Attendant	179	9	186	198	29		31	32
Gas Appliance Serviceman	1		1	1	1		1	1
Gemologist	1							
General Labor Worker	423	11	468	553	231	8	245	254
General Practitioner	1		1	1				
Golf Caddie	3		3	3				
Golf Pro	4		5	5				

Position	Okaloosa County Tot Curnt Empl	Tot Vac	Tot Need 1973	Tot Need 1976	Walton County Tot Curnt Empl	Tot Vac	Tot Need 1973	Tot Need 1976
Golf Range Attendant	2		2	2				
Grader Operator					6	2	7	7
Grocery Checker	162	13	191	217	28	1	36	45
Grocery Department Head, Stock	4		7	10	5		6	6
Grounds Keeper	14		20	20	4		4	4
Groundsman, Lt, Heat, Power					4		6	8
Group Worker	4		4	4				
Heating Engineer	14		14	14				
Heavy Equip. Operator	15	1	20	20	8		9	10
Highway Engineer					2		3	3
Highway Maint Foreman					11		11	11
Home Economist	1		1	1				
Hostess	27	3	31	33				
Housekeeper, Hotel/Motel	16		16	16	2		4	7
Houseman, Hotel/Motel	24	2	26	26				
Hydraulic Engineer					3		6	10
Installer Repairman					5		6	10
Instructor, Flying	3		3	4				
Instructor, Music	4		4	4				
Instructor, Voc Training	1		1	1				
Insulation Installer	5		10	10				
Insulation Worker, Int Surface	2		2	2				
Insurance Clerk	4	1	6	6				
Interior Designer	1		1	1				
Inventory Clerk	6		7	4				
Irrigation Mechanic					5		5	5
Janitor, Bldg Superintendent	7		8	10				
Janitor, Porter I	41	2	46	50	6		6	6
Jeweler	2							
Key Punch Operator	1	1	2	2				
Kitchen Helper	23	4	36	44				
Lab Technician Assistant	2	2	2	2				
Lab Technician Supervisor	1		1	1				
Laborer, Nursery	4		6	7				
Laborer, Stores	31		34	39	3		3	3
Laminator, Mold Man -Boat Constr-	5	1	9	13				
Landscaper, Agric	2		2	2	1		1	1
Lathe Spotter, Veneer	2		2	2				
Laundry & Dry Cleaner Opr	6		6	8				
Lawyer	10		11	11	4		4	4
Layout Man, Metal Fab					1		3	4
Legal Secretary	11		11	11				
Librarian	2		2	2	1		1	1
Librarian Assistant	1		1	1	1		1	1
Librarian, Head	1		1	1				

Position	Okaloosa County Tot Curnt Empl	Tot Vac	Tot Need 1973	Tot Need 1976	Walton County Tot Curnt Empl	Tot Vac	Tot Need 1973	Tot Need 1976
Lifeguard	15	2	16	16			1	1
Limber	1		1	1				
Line Foreman, Lt, Heat, Power					1		1	1
Lineman, Air Trans	2		3	3				
Lineman, Lt, Heat, Power	14		14	14	18		26	33
Lineman, Telephone	16		16	16				
Loader, Any Industry	2	1	4	5	3		3	3
Loader, Tanker					2		2	2
Loader, Head Log					4		5	6
Loan Officer, Bank	3		3	3				
Loan Application Clerk	1	1	2	3				
Log Cut-Off Sawer					11		12	14
Log Foreman	3		3	3				
Log Skidder-Hocker	3		3	3				
Log Truck Driver	2		2	2				
Logger, All Around	47	1	48	48				
Lumber Yard Man	25	8	33	33	23		23	23
Machine Set-Up Operator		10	1	1				
Machinist I	2		2	4				
Machinist, Automotive	1		2	2				
Maid, Motel	245	2	269	384	29		40	55
Maid II	64	10	74	64				
Mail Carrier					9		11	13
Mailroom Supv, Print & Pub	1		1	1				
Maintenance Man, Bldg	43	5	56	59	14	1	19	21
Maintenance Man, Factory	1		1	1				
Maint Supervisor, Electrical					3		3	3
Maitre, D	2	1	3	3				
Makeup & Wire Svc -Print/Pub	1		1	1				
Manager, Store I	19	1	19	16	4	1	4	4
Manager, Apartment House	2		2	2				
Manager, Barber Shop	1		1	1	2		2	2
Manager, Beauty Shop	9		8	8	1		1	1
Manager, Credit & Collection	6		6	6	1		1	1
Manager, Distribution Warehouse	5		5	5	3		3	3
Manager, Financial Institution	6		6	6	1		1	1
Manager, General	8		8	8	2		2	2
Manager, Hotel	2		2	2				
Manager, Industrial Organization	103	3	114	120	27	2	30	33
Manager, Insurance Office	1		1	1	2		2	2
Manager, Liquor Establishment	12		16	19				
Manager, Marine Service	3		2	2				
Manager, Merchandise	5		5	5				
Manager, Motel	52	1	54	54	4		4	4
Manager, Operations	2		2	2	1		1	1

Position	Okaloosa County Tot Curnt Empl	Tot Vac	Tot Need 1973	Tot Need 1976	Walton County Tot Curnt Empl	Tot Vac	Tot Need 1973	Tot Need 1976
Manager, Personnel	2		2	2				
Manager, Radio Station	1		1	1	1		1	1
Manager, Recreation Estab.	21		21	21				
Manager, Rental Facility	4		4	4				
Manager, Restuarant	80	7	100	112	21		21	21
Manager, Retail Apparel	11		10	9	6		6	6
Manager, Retail Floral	2		2	2	1		1	1
Manager, Retail Food	46	1	44	47	29		29	30
Manager, Retail General Merch.	69	1	67	77	18		18	18
Manager, Retail Hardware & Farm Implements	6	1	8	7	1		1	1
Manager, Retail Housefurnishings	2		2	2	2		2	2
Manager, Retail Lumber & Bldg Supplies	3		2	2	2		2	2
Manager, Sales	24	11	33	32	5		5	6
Manager, Terminal					1		1	1
Manager, Theater	1		1	1	1		1	1
Manager, Water Department					1		1	1
Marine Engineer	1		1	1				
Marine Svc Sta Attendant	3		5	7				
Material Handler	8		8	12				
Meat Cutter	25		33	41	6		9	9
Meat Department Head	4		6	9				
Meat Packager	3		4	4				
Mechanical Engineer	3		4	4				
Mechanical Technician, Any Ind			15	15	1		1	1
Mech Maint Man, Any Industry	38		39	40	6		7	7
Medical Lab Technician	6		6	6				
Medical Stenographer	2		3	3				
Meter Reader	1		1	1				
Merchandise Packer					1		2	3
Mobile Home Installer	1		1	1				
Mortgage Closing Clerk, Clerical	1		1	1				
Motorboat Mechanic	7	20	36	36				
Motorcycle Repairman	8		8	8				
Moving Man	23		27	33	5		5	5
Musical Instrument Repairman	1		1	1				
Musician, Instrumental	24		26	30				
News Editor	1		1	1				
Night Auditor, Hotel	8		8	8	1		1	1
Night Watchman	2		2	2				
Nurses Aid					12		15	20
Nurse, Licensed Practical	12		16	14	2	2	6	9
Nursery School Attendant	28		29	29				
Nursery Worker, Agri	2		2	2				

Position	Okaloosa County Tot Curnt Empl	Tot Vac	Tot Need 1973	Tot Need 1976	Walton County Tot Curnt Empl	Tot Vac	Tot Need 1973	Tot Need 1976
Nurseryman, Agri	3		3	3				
Office Manager	18		18	18	13	1	13	14
Office Machine Serviceman	10	3	13	13				
Officers, General Bank	3		3	3				
Offset Pressman	1		1	1				
Optician	10	1	11	11				
Optometrist	1		1	1				
Orderly	18		12		6		7	8
Orthodontist	1		1	1				
Packer	34		35	59				
Painter	79	4	76	76	5	1	8	9
Painter, Automobile	1		1	1				
Painter, Helper	4		4	4				
Parts Clerk, Auto	11	2	15	18	4		5	6
Parts Man	7		7	13				
Parts Manager	19	1	22	22	7		7	7
Paste-Up Man, Print & Pub	9		9	9				
Pathologist	1		1	1				
Patrolman, Police	2	6	8	8	2		2	2
Pawnbroker	1		1	1				
Payroll Clerk					1		1	2
PBX Installer	9		11	13				
Pharmacist	9		11	12	7		7	8
Pharmacy Helper	1		1	2				
Photo Monitor	1		1	1				
Photographer, News	1		1	1				
Piano Tuner	1		2	2				
Picture Frame Maker	2		2	2				
Planer, Sawmill					4		4	4
Plant Engineer, Tel & Tel	6		7	7				
Plumber	37	24	77	84	5	1	8	15
Plumber Helper	13		13	13	1		1	1
Post Office Clerk					7		9	9
Posting Clerk	1		2	2	1		1	2
President	30	1	26	23	9	1	9	9
Press Operator, Laundry	7		7	7	1		1	1
Presser, Dry Clean	13		16	16	1	1	2	2
Pressman, Print & Pub	5		5	5				
Principals					9		9	9
Printer	8		8	9	2		2	4
Produce Department Head	7		10	14	5		5	5
Production Man, Print & Pub	1		1	1				
Production Superintendent	7		7	8	1		1	1
Program Director	2		2	2				
Projectionist, Movie	2		2	2	2		2	2
Proof Machine Opr, Bank	9		10	12	2		3	3

Position	Okaloosa County Tot Curnt Empl	Tot Vac	Tot Need 1973	Tot Need 1976	Walton County Tot Curnt Empl	Tot Vac	Tot Need 1973	Tot Need 1976
Proofreader	2		2	2				
Proprietor, Mgr, Retail Auto Service	37	2	35	35	7		7	7
Public Relations Man	1		1	1				
Pump Repairman					1		1	2
Purchasing Agent	5		5	7	1		1	1
Quality Control Engineer			2	2	1		2	3
Quality Control Supervisor	1		1	1				
Quality Control Technician	4		4	4				
Radio Announcer	34	1	39	40	6		6	6
Radio Engineer	2		2	3	1		2	2
Radio Repairman					1		1	1
Real Estate Agent	4		6	6	1		1	1
Receiving & Shipping Foreman					2		4	6
Receptionist	22		24	26	9		10	11
Record Clerk II	1		1	1				
Recreation Leader	23		23	23				
Recreation Supervisor	10		11	9				
Refrig Mech, Helper	1		1	1				
Refrigeration Mechanic	16	1	31	34				
Registered Nurse, Head Nurse	20		26	23	4		4	4
Repairman, Watch					1		1	1
Reporter, Newspaper	9		9	9				
Rigger	1		1	1				
Roofer	8	2	16	18				
Route Supervisor	1		1	1				
Rug Cleaner, Helper	3		3	3				
Safety Inspector	1		1	1				
Salad Girl	16	2	20	17				
Salesman, Driver	27	1	29	29	3		3	3
Salesman, General	9		11	4				
Salesman, Auto Supplies	8		8	8				
Salesman, Automobile	48	1	38	57	6	2	11	15
Salesman, Bldg & Constr Sup	11		15	20				
Salesman, Boats & Nautical Equip	1		1					
Salesman, Farm Equipment					1		1	1
Salesman, Fuel	7		7	7				
Salesman, Furniture	12		12	14	2		2	3
Salesman, Insurance	4		4	5	8		9	10
Salesman, Marine Supplies					1		2	3
Salesman, Musical Instruments	10	1	14	14				
Salesman, Office Machines	4		4	4				
Salesman, Real Estate	31	9	62	140				
Salesman, Trailers	2		2	2				
Salesperson, Auto Accessories	2		6	6				

Position	Okaloosa County Tot Curnt Empl	Tot Vac	Tot Need 1973	Tot Need 1976	Walton County Tot Curnt Empl	Tot Vac	Tot Need 1973	Tot Need 1976
Salesperson, Cosmetics & Toiletries	3		5	5				
Salesperson, Flowers	3		3	3				
Salesperson, General	431	15	482	508	82	4	95	121
Salesperson, Jewelry	18	3	23	28				
Salesperson, Parts - Counterman	1		1	1				
Salesperson, Shoe	1		1	1				
Saw Filer					1		1	1
Sawmill Worker	45		75	115				
Scraper Operator					1		2	2
Seamstress	30		35	51	3		3	4
Secretary	167	1	186	209	41	4	46	53
Security Guard	32	7	60	80				
Service Manager	36		28	39	10		10	10
Service Rep, Contract Clerk	14		20	20				
Sewing Mach Opr, General	1		1	2	50	15	130	200
Sewing Mach Opr, All Around Floor Lady					2		4	6
Sheet Metal Worker, Helper	3		3	3				
Sheet Metal Worker	79	2	80	140	1	2	3	3
Sheet Rock Finisher, Taper	2		2	2				
Sheriff, Deputy	3	6	9	9	5	2	7	7
Shipping & Receiving Clerk					6	3	14	27
Shipwrite, Helper	2	2	6	10				
Shop Clerk I	2		2	2				
Shop Foreman, Mech Maint					3		3	3
Sign Painter	1		1	1				
Small Engine Mechanic					1	1	3	3
Society Editor, Print & Pub	2		2	2				
Specifications Writer, Arch			1	1				
Sports Editor, Print & Pub	1		1	1				
Spotter					1		1	1
Spreader, Cloth Layer					1	1	3	6
Statement Women, Bank	5		7	7				
Stationery Engineer, Maint Eng					1		1	1
Stenographer	19	1	19	19	10	1	12	14
Stock Clerk	22		30	30	2		4	4
Stock Room Supervisor	2		2	2	1		1	1
Stock Supervisor	1		1	1				
Stone Cutter					2		2	2
Store Labor, Stock Boy	51	2	61	71	20		26	30
Storekeeper	2		2	3				
Surveyor	1		1	1				
Swimming Pool Maint & Repair	2		3		1		1	1
Switchboard Opr, Police Dist	1		1	2				

Position	Okaloosa County Tot Curnt Empl	Tot Vac	Tot Need 1973	Tot Need 1976	Walton County Tot Curnt Empl	Tot Vac	Tot Need 1973	Tot Need 1976
Switchman					4		5	8
Systems Analyist, Bus Electronics-Data Processing					1		1	1
Tailor, Women's Garment Alteration	2		3	4	1		1	1
Teacher, Kindergarten	3		3	3				
Teacher, Nursery School	16		18	18				
Teacher	1325[a]	25[a]	1400[a]	1475[a]	196		207	214
Telephone Operator	7		7	7				
Teletype Foreman	1		1	1				
Television Cable Lineman					2		3	4
Television Serv & Repairman	11	1	17	19	2		2	3
Television & Radio Svcman Apprentice	1		1	1				
Test & Regulating Technician	5		6	7				
Tile Setter	2		2	2	4	1	6	8
Timber Cruiser - Logging	1		1	1	1		1	1
Timekeeper	3		3	3				
Tire Builder, Auto					1		1	1
Tire Repairman	7		11	13	2		2	2
Title Clerk	1		1	1				
Title Examiner	3		3	4				
Tractor Driver, Farm Hand					58		60	60
Tractor Trailer, Truck Driver					5		7	8
Trailer-Tank Truck Driver	2		3	1	3		5	5
Treasurer	8		7	7	6		6	6
Truck Driver, Concrete Mixer	20		20	25	1		2	2
Truck Driver, Garbage	4		4	4				
Truck Driver, Heavy	64		73	77	12		12	12
Truck Driver, Light	38	1	45	54	29	1	34	41
Truck Driver, Moving	30	5	39	39	2		2	2
Truck Mechanic	3		3	3	2		3	3
Truck Driver Helper	8		10	12				
Trust Officer	2		2	2				
Typist	30		29	31	4		4	6
Upholsterer	1		1	1				
Upholsterer, Helper					1		1	1
Vending Machine Collector	7		7	7	7		9	10
Vending Machine Svc & Repair					2	2	3	4
Vice President	28	1	28	28	10	1	10	10
Waiter, Head			1	1				
Waiter, Informal	30	6	36	38		1	1	1
Waiter, Room Service	5	1	4	4				
Waitress	345	22	397	432	46	2	55	63
Waitress, Cocktail	74	2	90	94				

[a]Provided for information purposes in this table only; data received just prior to printing.

Position	Okaloosa County				Walton County			
	Tot Curnt Empl	Tot Vac	Tot Need 1973	Tot Need 1976	Tot Curnt Empl	Tot Vac	Tot Need 1973	Tot Need 1976
Waitress, Head	1		1	1				
Warehouse Manager	3		5	5	2		2	3
Warehouseman	8	2	10	10	11		4	5
Watchmaker	3	1	4	4				
Watchman	1		1	1				
Water & Sewer Systems Foreman					1		1	1
Welder, Arc	3	1	4	4				
Welder, Combination	21	5	126	128	2	1	5	11
Well Driller Operator					2	10	13	17
Well Driller Opr, Helper					1	1	2	2
Writer, Technical Pub		1	1	1				
TOTALS	7941	486	9365	10,460	2110	110	2490	2868